

Existing law requires the Department of Social Services (DSS) to establish an automated directory known as the "state directory of new hires". Requires an employer to report to DSS, office of family support, support enforcement services any of the following:

- (1) The hiring of any person to whom the employer anticipates paying earnings.
- (2) The rehiring or return to work of any employee who was laid off, furloughed, separated, granted a leave without pay, or terminated from employment.

Further requires DSS to secure either electronically or by hard copy wages and unemployment compensation information which is required to be submitted to the secretary of the United States Department of Labor for entry into the state directory of new hires.

New law retains existing law.

Existing law requires an employer to submit the report required by existing law no later than 20 days after the hiring or rehiring of the employee. Provides that if an employer transmits a report magnetically or electronically, two monthly transmissions shall be made not less than 12 days nor more than 16 days apart. Provides that if an employer has employees who are employed in two or more states and transmits a report magnetically or electronically, the employer may comply with existing law by designating one of the states to which he shall report. Further requires the employer to notify DSS in writing as to which state he will report.

New law retains existing law.

Prior law provided that the report shall contain all of the following:

- (1) The employee's name, address, and social security number.
- (2) The employer's name, address, and employer identification number assigned under Section 6109 of the Internal Revenue Code of 1986.

New law retains prior law except adds a requirement that the report contain the employee's occupation.

Existing law requires that reports be made on a W-4 form, or, at the option of the employer, on an equivalent form. Further permits the report to be transmitted by first class mail, magnetically or electronically.

New law retains existing law.

Existing law provides for a civil penalty for failure to report. Requires DSS to enter the data into the state directory of new hires and provide such data to the national directory within a specified time. Further provides for the use of information contained in the directory by DSS, disclosure of such information by DSS, and access to such information by the Louisiana Department of Labor for purposes of administering the employment security and workers' compensation programs.

New law retains existing law.

Effective upon signature of governor (June 18, 1999).

(Amends R.S. 46:236.14(E)(3)(a))